

Gender Identity & Expression



Department of
Administrative Services

Office of Diversity, Equity, & Inclusion

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Course Learning Objectives

Objective 1: Understand and become comfortable with basic terms and vocabulary

Objective 2: Review the concept of microaggressions and look at gender-expression specific microaggressions



Define:

- ☐ **Diversity**
- ☐ **Inclusion**
- ☐ **Cultural Competence**

Define and understand concepts of diversity, inclusion, and cultural competence

others in order, place, rank, time, &c.; sooner: *n.* the beginning; the upper part of a vocal or instrumental duet, trio, &c. [Mus.]

first-aid (fĕrst-ād), *n.* surgical or medical treatment given as promptly as possible after the occurrence of an injury, as by a soldier on the battlefield, or by a layman before the arrival of a doctor; emergency treatment.

first-class (fĕrst'klas), *adj.* of the highest excellence, rank, or quality.

first-fruits (fĕrst'frīts), *n. pl.* the first gatherings of the produce of the season; the first profits of any office or undertaking.

first-hand (fĕrst'hand), *n.* the mate of a fishing-smack: *adj.* obtained direct from the producer or grower.

firstling (fĕrst'ling), *n.* the first-born; first produced.

firstly (fĕrst'li), *adv.* in the first place.

first-mate (fĕrst'māt), *n.* in the merchant service, the officer next in rank to the captain.

first-rate (fĕrst'rāt), *adj.* of the best excellence; having the quality or character: *n.* a warship of the first class: *adv.* excellently.

frith (fĕrth), same as frith.

fiscal (fis'kal), *adj.* pertaining to the exchequer or public revenues.

fish (fish), *n. pl.* fish, fishes (fishes), *n.* a vertebrate, cold-blooded, animal furnished with per gills; the flesh of fish used as food.

fish-block (fish'blok), *n.* a machine for hoisting and drawing up a piece of wood fastened to other to strengthen it; one of the signs (Pisces) of the zodiac.

fish-davit (fish'dav-it), *n.* a strong spar, or crane, for fishing the anchor.

fisher (fish'ēr), *n.* one who fishes; the pekan.

fish-beam (fish'bēm), *n.* a beam of timber bulging downwards.

fish-block (fish'blok), *n.* a hoisting-block for raising the flukes of an anchor to the gunwale.

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fisherman (fish'ēr-man), *n.* one whose occupation it is to catch fish; a fishing-smack.

fishery (fish'ēr-i), *n.* [pl. fisheries (fish'ēr-iz)], the business of catching fish; a fishing-ground; the right to fish at a particular time or ground.

fishgarth (fish'gärth), *n.* a fish-weir.

fishgig (fish'gig), *n.* a pronged instrument for spearing fish. Also fzigig.

fish-glue (fish'glöö), *n.* isinglass.

fish-ha (fish'ha), *n.* a fishing-smack.

fishiness (fish'iness), *n.* the quality of being fishy.

fish-joint (fish'jōint), *n.* a joint in a vessel.

fish-plate (fish'plāt), *n.* a plate in a vessel.

fish-rail (fish'rāil), *n.* a rail in a vessel.

fish-smack (fish'smak), *n.* a fishing-smack.

fish-tail (fish'tāil), *n.* the tail of a fish.

fish-ward (fish'wärd), *n.* a ward in a fishery.

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behave (be-hāv'), *v.t.* to conduct, comport, or acquit: *v.i.* to act; conduct one's self in a proper manner.

behavior (bē-hāv'yēr), *n.* manner of behaving, whether good or bad; conduct; deportment; manners.

behead (be-hed'), *v.t.* to cut off the head of.

beheld (bē-held'), *p.t. & p.p.* of behold.

behemoth (bē-hē-moth), *n.* an animal described in Job xl 15-24, and

fasten a rope by keeping it from running out.

belch (belch), *v.t.* to eject with force or violence: *v.i.* to eject wind from the stomach: *n.* the act of ejecting wind forcibly.

beldam (bel'dam) or **beldame** (bel'dām), *n.* a grandmother; an ugly old woman.

beleaguer (bē-lē'gēr), *v.t.* to besiege; surround with an army so as to

“the condition of having or being composed of differing elements; variety”

“human variety of experiences, identities, and perspectives that our employees bring to state employment”

belated (bē-lā'ted), *p.adj.* delayed; too late; overtaken by darkness; belated.

belay (be-lā'), *v.t.* to make fast by winding round a pin, cleat, &c.

belittle (be-lit'l), *v.t.* to lower or depreciate; run down by speaking scornfully of.

demonstrated; one who adheres to a religious faith; a professor of Christianity.

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detection (de-tek'shun), *n.* the act of detecting or its result; discovery.

detective (de-tek'tiv), *adj.* employed in detecting; pertaining to detectives, or detection: *n.* one whose business it is to trace wrong-doers.

detector (de-tek'tēr), *n.* one who, or that which, detects; an apparatus or device for indicating the presence of anything.

detent (de-tent'), *n.* a pin, lever, or

determinedly (de-tēr'mind-li), *adv.* resolutely.

determinism (de-tēr'min-izm), *n.* the doctrine that every act is brought about by some efficient cause.

deterrent (de-tēr'ent), *adj.* serving, or tending, to deter: *n.* that which deters.

detest (de-test'), *v.t.* to hate intensely.

detestation (de-tes-tā'shun), *n.* extreme dislike or abhorrence; loathing.

dethrone (de-thrōn'), *v.t.* to remove from a throne; deprive of authority.

detonate (det'ō-nāt), *v.t.* to cause to explode with a loud and sudden report: *v.i.* to explode loudly and suddenly. [Latin.]

detonation (det'ō-nā'shun), *n.* a sudden explosion with a loud report.

detonator (det'ō-nā-tēr), *n.* a substance that detonates; a percussion cap.

détour (de-tōōr'), *n.* a circuitous way

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something else; a demonstrative pronoun; an ideograph.

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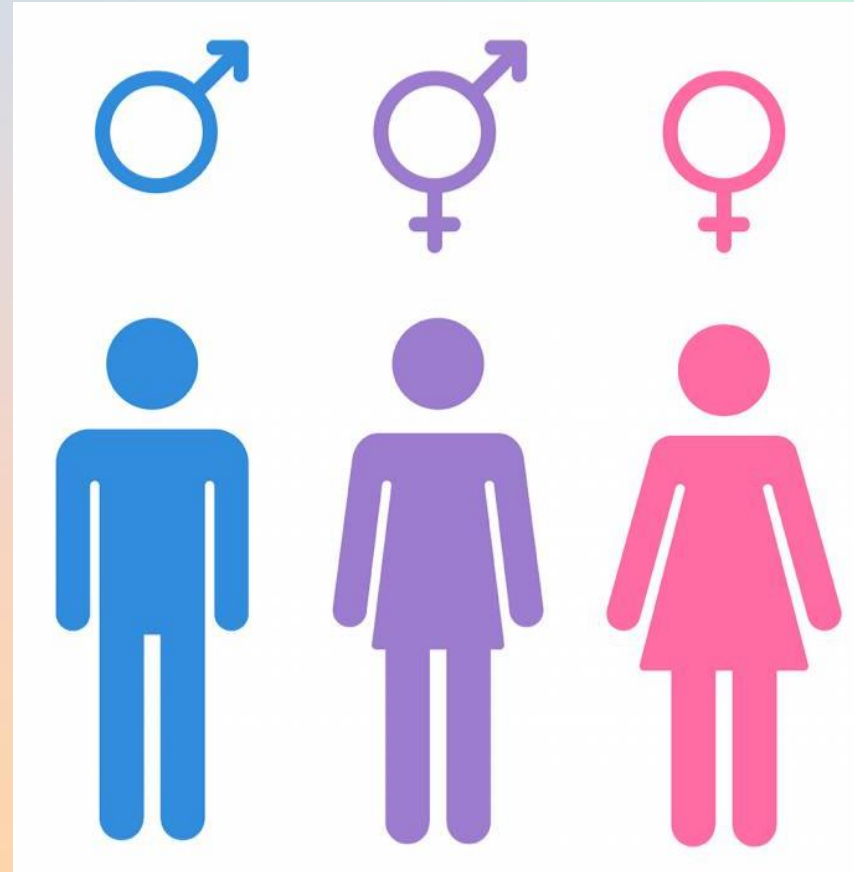
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Dimensions of Diversity



Gender Identity & Expression Learning Objectives

- ✓ Cover concepts and terms related to the LGBTQIA2-S+ community as a whole
- ✓ Define concepts and terms specific to gender identity and expression
- ✓ Demonstrate culturally competent approaches to asking sensitive questions about sex and gender
- ✓ Review the concept of microaggressions and look at microaggressions specific to gender identity and expression



The Trends

A U.S. Gallup Poll* conducted between January and December of 2021 on 12,416 adults ages 18+ found the following:

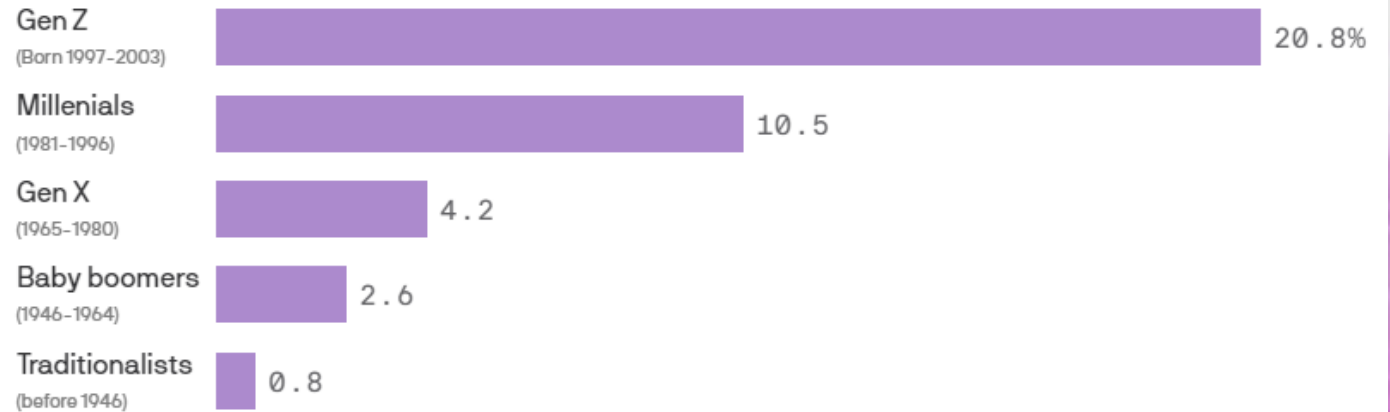
- ❑ The percentage of adults who identify as LGBTQ+ went from **3.5%** in 2012 to **7.1%** in 2021 (*more than double*)
- ❑ Gen Z adults who identify as LGBTQ+ increased from **10.5%** in 2017 to **20.8%** in 2021 (*almost double in four years*)
- ❑ Younger adults are more likely than older adults to identify as LGBTQ+

*Gallup, February 17, 2022

<https://news.gallup.com/poll/389792/lgbt-identification-ticks-up.aspx>

Americans who self-identified as LGBTQ in 2021, by generation

Surveys of 12,416 U.S. adults conducted between January and December 2021



The population of all U.S. adults that identify as LGBTQ+ is expected to hit 15% in the coming years

What Does “LGBTQIA2-S+” Stand For?



L

Lesbian

- A person who identifies as a woman and who is primarily attracted to others that identify as women

G

Gay

- A person who identifies as a man and who is primarily attracted to others that identify as men
- Often used broadly for anyone attracted to the same sex

B

Bisexual

- A person attracted to the same sex with which they identify and another binary sex (male/female) with which they do not identify
- Often used broadly for people attracted to all gender identities and expressions (see pansexual).

T

Transsexual/Transgender

- Transsexual: A person who changed their biological sex through surgery and/or hormones
- Transgender: A person whose gender identity differs from the sex they were assigned at birth

Q

Queer/Questioning

- Queer: An umbrella term for a person who is not heterosexual or does not identify with their biological sex
- Questioning: The process of exploring one's gender identity and/or sexual orientation

I

Intersex

- A person whose sex traits do not all correspond to a respective binary sex (male/female)

A

Asexual/Ally

- Asexual: A person who does not feel sexual desire or attraction to any group of people (different from celibacy)
- Ally: A person who supports and advocates for the queer community even if they may not be a member of the community

2-S

Two-Spirit

- An umbrella term for gender and sexual orientation identities centered in indigenous tribal worldviews and practices

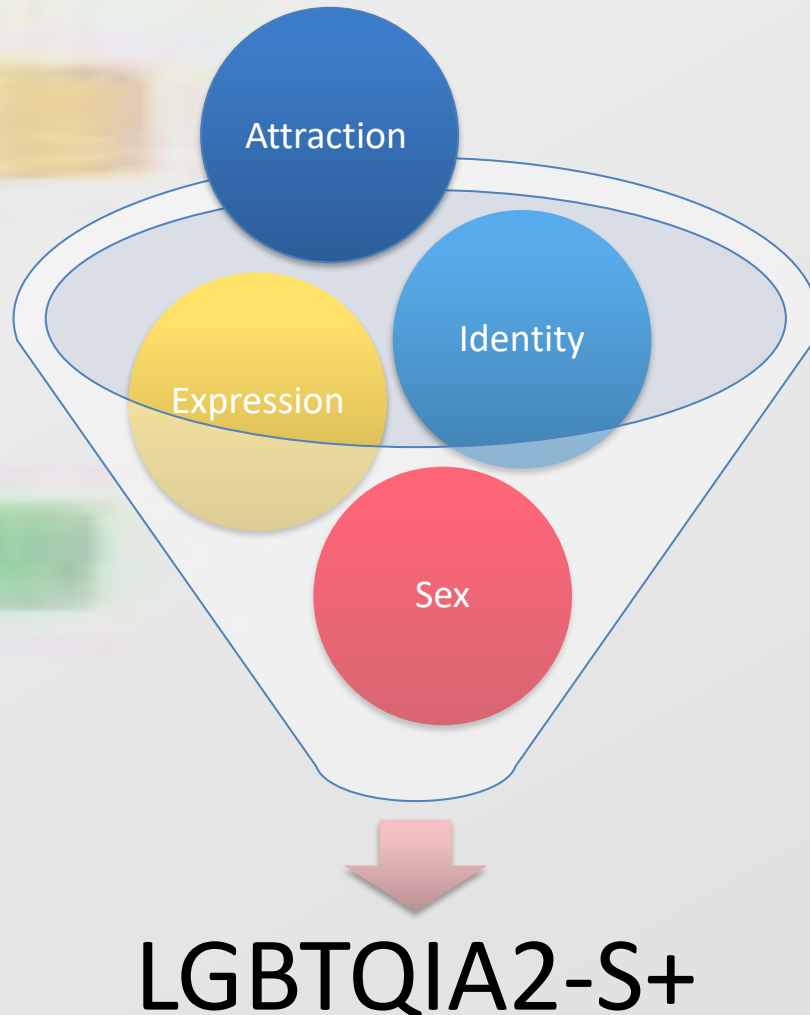
P

Pansexual

- A person who is sexually or romantically attracted to members of all gender identities and expressions

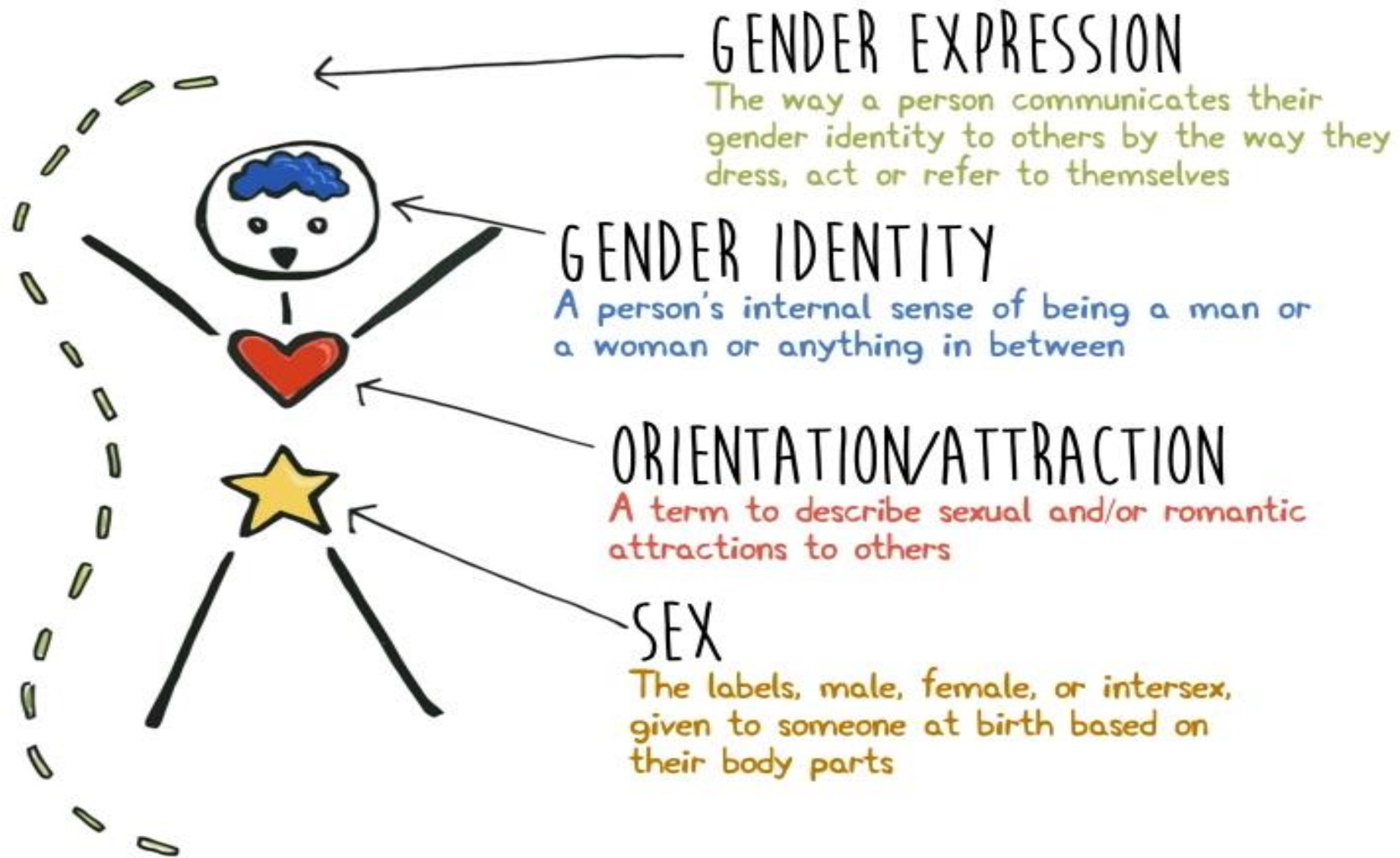
The LGBTQ+ community is about ***more*** than just ***sexual orientation***

Sexual Orientation | The inner feelings of who we are attracted or oriented to emotionally, romantically, or sexually.



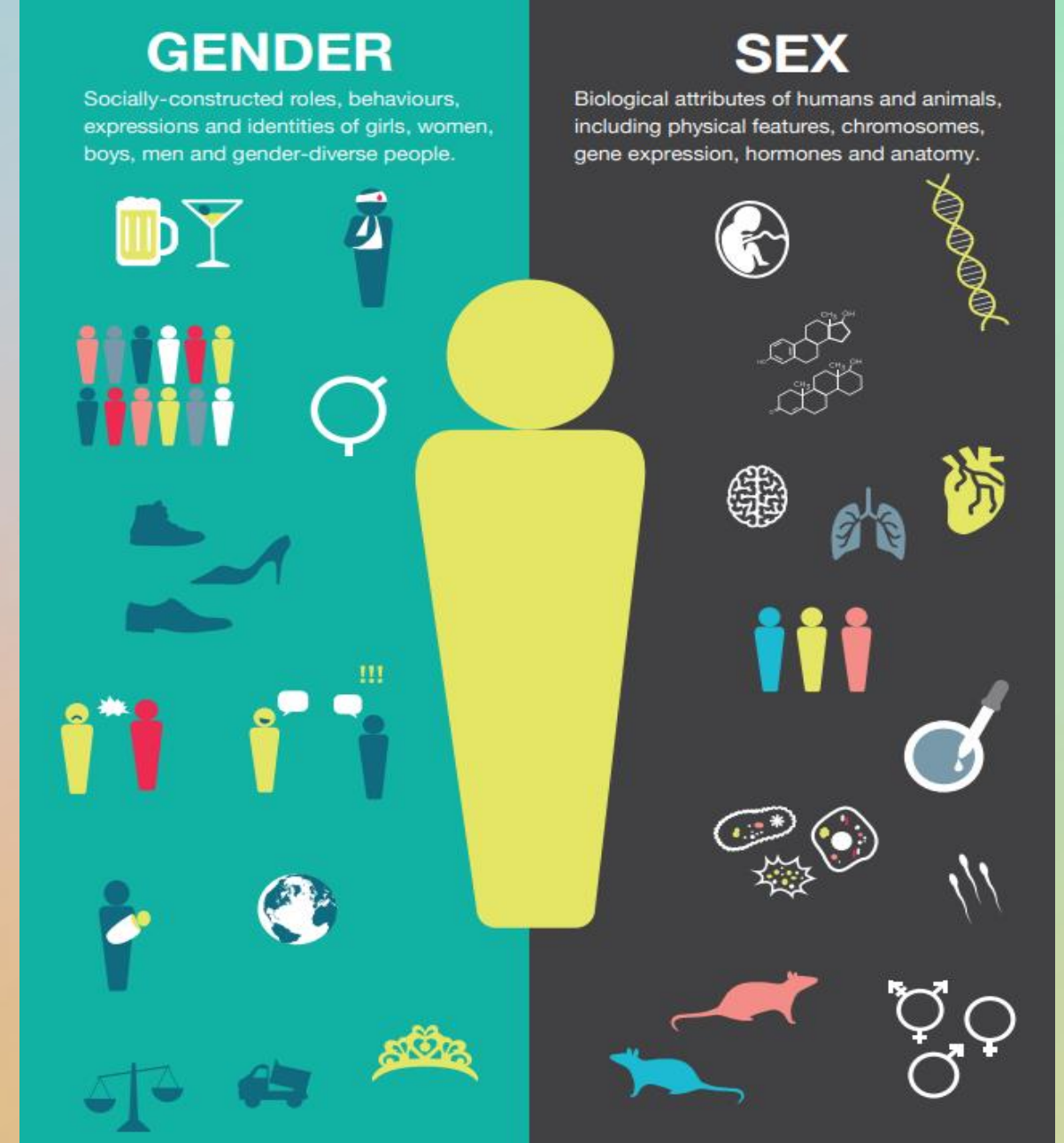
People within the LGBTQ+ community have lived experience with:

- Attraction to the same sex or gender
- Attraction to multiple sexes or genders
- Non-attraction to any sex or gender
- A gender identity that does not conform with gender norms
- A gender expression that does not conform with gender norms
- A biological sex that differs from their gender identity or expression
- Intersexuality
- Any combination of the above



There's a Difference Between Sex and Gender?

Yes! While the two terms are often used interchangeably, there are notable differences between sex and gender.



Sex

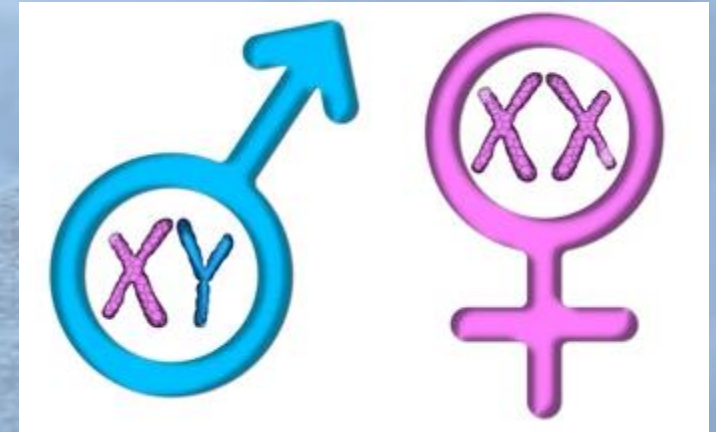
Definition: A multidimensional construct based on a cluster of anatomical and physiological traits (sex traits)

Sex Traits Include:

- Reproductive anatomy
- Secondary sexual characteristics (example: Adam's apple)
- Chromosomes
- Hormones

Characteristics of Sex:

- Typically assigned at birth
- Often thought of in binary terms (male/female)
- Can sometimes be ambiguous (intersex persons)
- Can change over time with the use of hormones or surgery



Gender

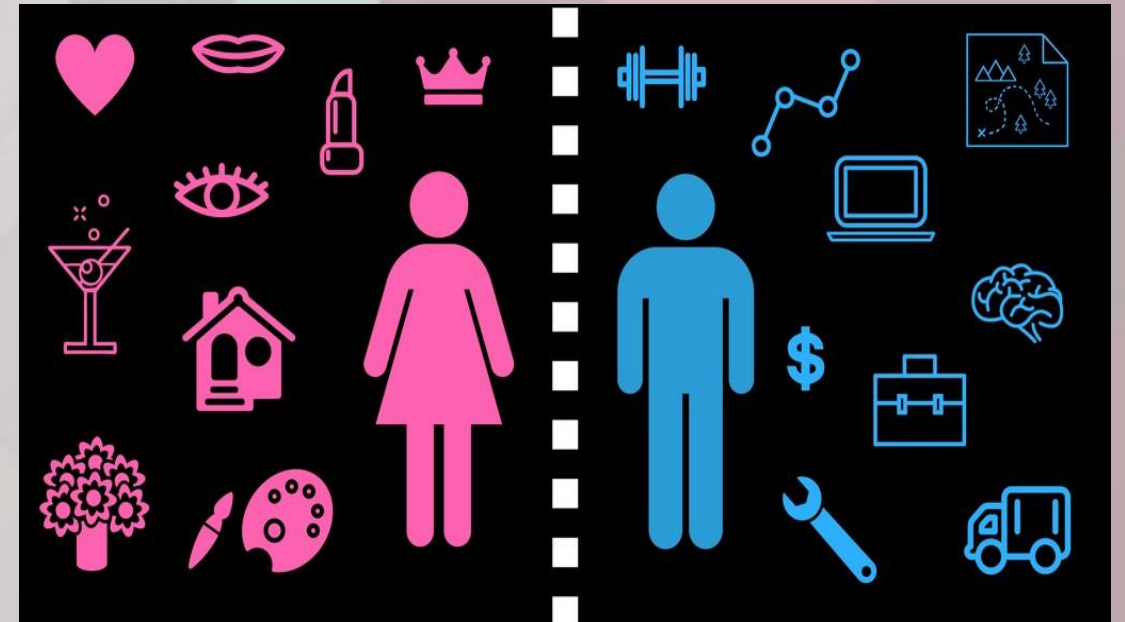
Definition: A multidimensional concept based on socially and culturally constructed roles, behaviors, expressions, identities, norms, and expectations

Gender Examples:

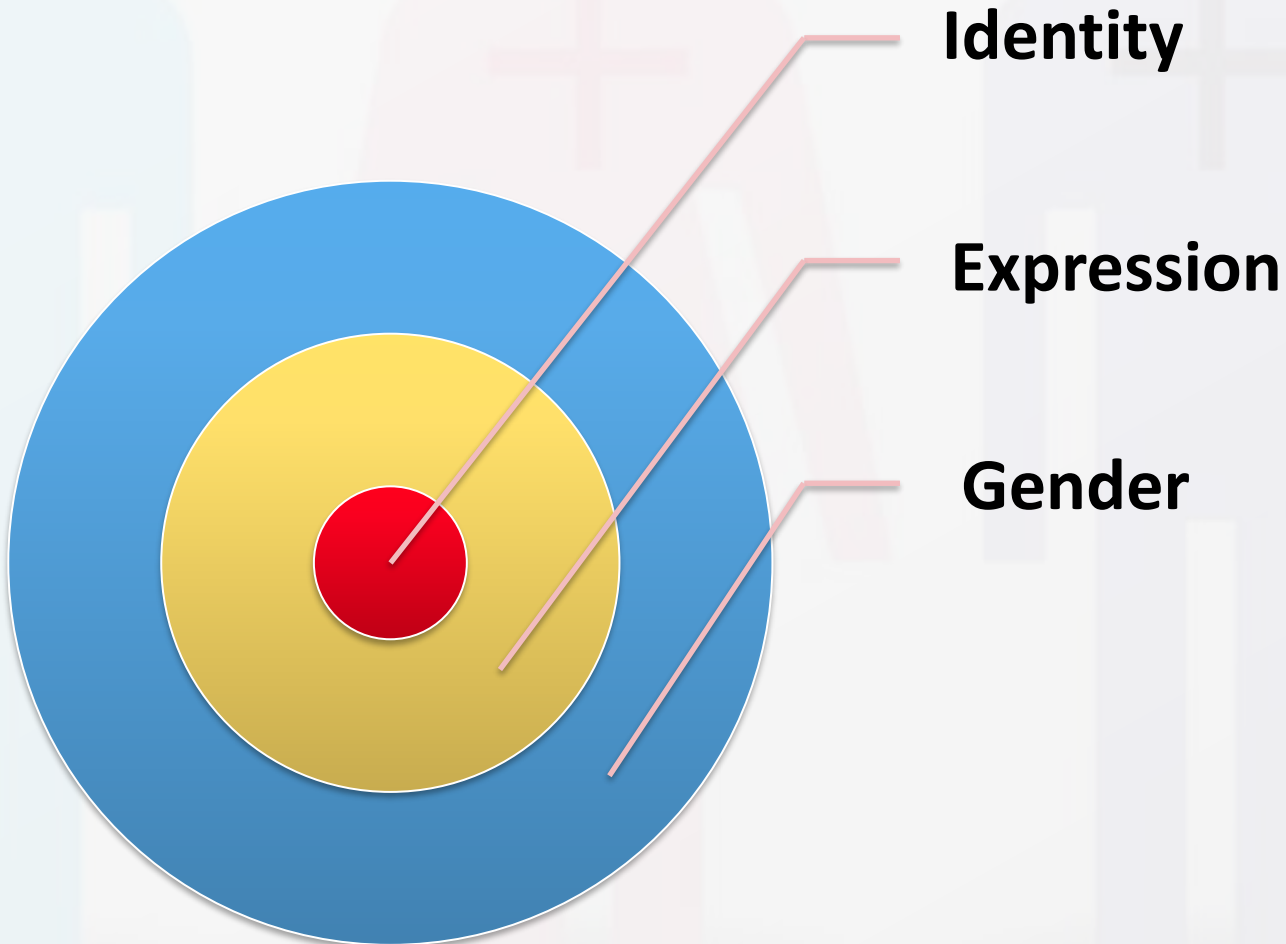
- **Roles:** husband and wife; man of the house; the fairer sex; patriarchal vs. matriarchal
- **Behaviors:** wearing makeup; suppressing emotions; decorating; initiating a date or proposing marriage
- **Feminine Expectations:** perform care-giving jobs; play with dolls; be good at housekeeping
- **Masculine Expectations:** perform STEM jobs; play sports; be good at home repairs

Characteristics of Gender:

- Often thought of in binary terms (masculine/feminine)
- Often assumed to correspond with a person's sex assigned at birth (masculine = male; feminine = female)
- Can exist outside of the binary
- Can be fluid or ambiguous



Gender Consists of...



Identity:

- The personal sense of one's own gender

Traits:

- A core element of a person's individual sense of self
- Can be expressed outwardly or not expressed at all

Expression:

- How someone portrays or signals their gender identity to others
- How someone affirms their gender identity to themselves

Includes:

- Behavior
- Manner of dress and appearance
- Name
- Expectations from others (gender norms)

Example of Sex & Gender

Assigned Female Sex at Birth:

- Two X Chromosomes
- Estrogen Production
- Ovaries and Uterus
- No Adam's apple



Gender Identity:
Woman/Feminine

Gender Expression:

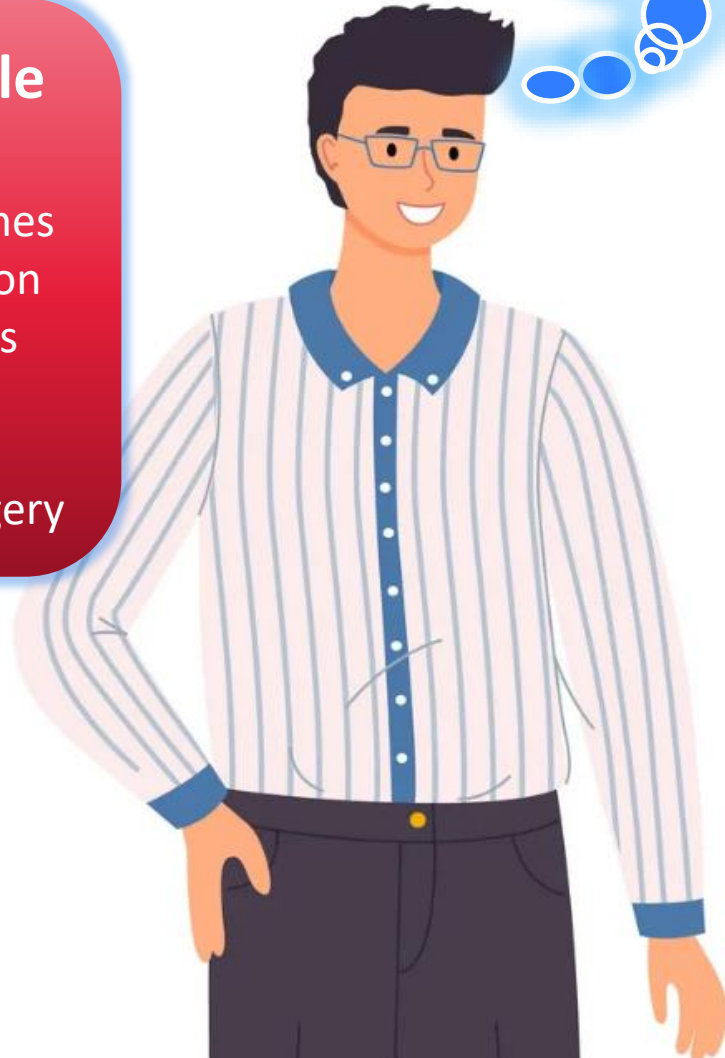
- Uses she/her/hers pronouns
- Wears makeup
- Wears women's clothes, shoes, and accessories
- Works as a midwife
- Her community expects her to wear a hijab (headcovering)

This gender identity is called **cisgender**

Example of Sex & Gender

Assigned Female Sex at Birth:

- Two X Chromosomes
- Estrogen Production
- Ovaries and Uterus
- Has not taken hormones or had reassignment surgery



Gender Identity:
Man/Masculine

Gender Expression:

- Uses he/him/his pronouns
- Avoids wearing makeup
- Wears men's clothes, shoes, and accessories
- Works as a mechanic
- He was asked to be a groomsman at a wedding

This gender identity is called **transgender**

There are a Multitude of Gender Identities & Expressions!

Including, but not limited to:

Cisgender
Transgender
Agender
Non-Binary (Enby)
Gender Nonconforming
Androgynous
Genderfluid
Genderqueer
Two-Spirit



Cisgender

Cisgender | A person whose gender identity and expression aligns with the sex assigned to them at birth.

Example: Assigned male at birth,
current gender identity and expression
is masculine

Example: Assigned female at birth,
current gender identity and expression
is feminine

Cultural Competency Tips

Never assume someone is cisgender

Some people may identify as cisgender but they will occasionally
bend their gender identity and expression within the binary
(Examples: tomboys and drag queens/kings)

Transgender

Transgender | An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth.

Some transgender people choose to physically transition, some do not

Some transgender people may exclusively use feminine or masculine pronouns, they/them pronouns, or a combination thereof

Cultural Competency Tips

The term **transsexual** is reserved for people that physically alter their sex through hormones or surgery, but the term is not generally used without someone's consent (**transgender**, or simply **trans**, are preferred terms)

Never refer to someone using terms like:
tranny, transvestite, shemale, or it

Non-Binary

Non-Binary | An umbrella term for a person who does not identify exclusively as a man or a woman. Sometimes a non-binary person will identify as being both a man and a woman, somewhere in between, transgender, or as falling completely outside those categories.

Outside of the normative male/female dichotomy

May consider themselves **agender** meaning they are gender-neutral or genderless

Sometimes refer to themselves as an **enby** (the phonetic pronunciation of “N-B” the acronym for non-binary)

Cultural Competency Tips

A non-binary person may use *they*, *them*, and *theirs* as a singular pronoun to avoid gender labels

A non-binary person may use non-standard pronouns like *xe*, *ze*, *sie*, *co*, or *ey*, etc.

A **gender nonconforming** or **genderqueer** person may reject all conventional gender norms and may have a strong reaction to any societal gender expectations imposed upon them

Intersex

Intersex | A term for people whose biological sex traits do not all correspond to a single binary sex.

Mismatched biological sex traits could include chromosomes, reproductive anatomy, or secondary sex traits such as an Adam's apple or a high-pitched voice

Some people with intersex characteristics strongly identify as a binary sex and reject the term **intersex** - they prefer to say they have lived experience with **differences in sex development (DSD)**

Intersex characteristics can develop in infancy, childhood, or adolescence, but the vast majority of intersex individuals are assigned a binary sex at birth (this also makes the population vastly underrepresented)

Cultural Competency Tips

An intersex individual may consider themselves to be cisgender, transgender, non-binary, etc.

Many intersex individuals will not tell others that they are intersex due to stigma

Androgyny

Androgyny | Presenting as neither distinguishably masculine nor feminine, or having characteristics that are neither distinguishably masculine nor feminine.



Cultural Competency Tips

Never assume that a person who presents androgynously is biologically intersex

A person who presents androgynously may identify as cisgender, transgender, non-binary, agender, etc.

Genderfluid

Genderfluid | A person whose gender identity and/or expression is not fixed and may change over time, from day-to-day, or at any given moment.

Cultural Competency Tip

A genderfluid person may change their pronouns or name depending on which gender identity is dominant at the time

A genderfluid person may identify as non-binary, agender, genderqueer, transgender, or even cisgender at any given moment

Two-Spirit

Two-Spirit | An umbrella term used by some indigenous North Americans to describe gender identities and expressions specific to their worldviews or practices.

The term **two-spirit** is used to honor heritage and provide an alternative to LGBTQ+ labels in Western cultures

Attitudes about gender identity and expression are diverse amongst Native American and First Nation tribes and cultures

Not all indigenous tribes and cultures perceive two-spirits the same way – some may not recognize the concept at all

Cultural Competency Tips

The term **two-spirit** is not generally used without someone's consent

Some indigenous peoples may reject the term **two-spirit** because it implies a binary and they don't consider themselves a "pair in one body"

Sex + Gender ≠ Attraction

Assumptions should never be made about one's sexual orientation based on their sex, gender identity, or gender expression

Someone can be transgender, non-binary, genderqueer, etc. and still consider themselves to be a lesbian, gay, bisexual, heterosexual, etc., depending on which gender they identify as, and which gender(s) they're attracted to, at any given moment



Transphobia

Transphobia | The irrational fear or aversion to transgender people or those who are perceived to break or blur societal norms regarding gender identity or expression.

Can include overt gestures like verbal and physical attacks, or subtle gestures like microaggressions

The National Center for Transgender Equality* surveyed 27,715 transgender and gender nonconforming U.S. respondents and found:

- 82% of those surveyed considered suicide due to transphobia, shame, or stigma
- 40% of those surveyed attempted suicide due to transphobia, shame, or stigma

The Human Rights Campaign identified 57 transgender or gender nonconforming people that were fatally shot, or killed by other violent means, in 2021 – this is up from 44 fatalities in 2020

LGBTQ+

Suicide Prevention Resources

- **National Suicide Prevention Lifeline**
1-800-273-TALK (8255)
Veterans Press 1
- **Text Talk to 741741**
Text with a trained counselor from the Crisis Line, 24/7
- **The Trevor Project**
Phone, chat, and text support for LGBTQ+ youth
thetrevorproject.org/get/help-now/
- **Trans Lifeline**
Support for transgender people, by transgender people 1-877-565-8860
- **SAGE LGBT Elder Hotline**
Peer support and local resources for older adults
1-888-234-SAGE (7243)
- **Call 911 for Emergencies**



Ally

Ally | A person who shows support for LGBTQ+ people, and promotes equality in a variety of ways regardless of whether they are a member of the LGBTQ+ community themselves or not.

Build your cultural competency

Create safe spaces

Be an upstander

Cultural Competency Tips

People within the LGBTQ+ community can be allies for other members (example: a gay cisgender man being an ally for trans individuals)

Allyship is not limited to just the LGBTQ+ community, and people can also be allies for other marginalized communities

Symbols





Bisexuality



Intersex



Non-Binary



Transgender



Biangles
(represents
Bisexuality)



Double moon
(represents
Bisexuality)



Double female
symbol
(represents Lesbian
women)



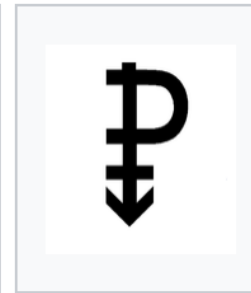
Double male symbol
(represents Gay
men)



Labrys
(represents Lesbian
feminism)



Lambda
(represents Gay
Liberation)



Pansexual symbol



Transgender symbol



Trans feminist
symbol

others in order, place, rank, time, &c.; sooner: *n.* the beginning; the upper part of a vocal or instrumental duet, trio, &c. [Mus.]

first-aid (fērst'ād), *n.* surgical or medical treatment given as promptly as possible after the occurrence of an injury, as by a soldier on the battlefield, or by a layman before the arrival of a doctor; emergency treatment.

first-class (fērst'klas), *adj.* of the highest excellence, rank, or quality.

first-fruits (fērst'früts), *n. pl.* the first gatherings of the produce of the season; the first profits of any office or undertaking.

first-hand (fērst'händ), *n.* the mate of a fishing-smack: *adj.* obtained direct from the producer or grower.

firstling (fērst'ling), *n.* the first-born; first produced.

firstly (fērst'li), *adv.* in the first place.

first-mate (fērst'māt), *n.* in the merchant service, the officer next in rank to the captain.

first-rate (fērst'rāt), *adj.* of the best excellence; having the highest quality or character: *n.* a vessel of the first class: *adv.* excellently.

frith (fērth), same as frith.

fiscal (fis'kal), *adj.* pertaining to the exchequer or public revenue: *n.* in Spain a state treasurer.

fish (fish), *n.* [pl. fish, fishes] a vertebrate, cold-blooded animal furnished with gills; the flesh of fish used as food.

fish-gig (fish'gig), *n.* a machine for hoisting a net; a piece of wood fastened to a vessel to strengthen it; or a sign (Pisces) of the zodiac.

fish-hook (fish'huk), *n.* a counter used at cards; *v. t.* to try to catch fish; catch (fish); seek for and bring to light; draw up; strengthen by spars: *v. i.* to try to catch fish; seek to gain or obtain something by indirect methods.

fish-beam (fish'bēm), *n.* a beam of timber bulging downwards.

fish-block (fish'blok), *n.* a hoisting-block for raising the flukes of an anchor to the gunwale.

fish-davit (fish'dav-it), *n.* a strong spar, or crane, for fishing the anchor.

fisher (fish'ēr), *n.* one who fishes; the pekan.

fish-gar (fish'gar), *n.* a fish-weir.

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fishery (fish'ēr-i), *n.* [pl. fisheries] (fish'ēr-iz), the business of catching fish; a fishing-ground; the right to fish at a particular time or ground.

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behavior (bē-hāv'yēr), *n.* manner of behaving, whether good or bad; conduct; deportment; manners.

behead (be-hed'), *v. t.* to cut off the head of.

beheld (bē-held'), *p. t.* & *p. p.* of behold.

fasten a rope by keeping it from running out.

belch (belch), *v. t.* to eject with force or violence: *v. i.* to eject wind from the stomach: *n.* the act of ejecting wind forcibly.

beldam (bel'dām) or **beldame** (bel'dām), *n.* a grandmother; an ugly old woman.

“the act of including”

“to take in or comprise
as a part of a whole or group”

“the practice of understanding and applying
diversity to improve work culture and
influence the way we serve Ohioans”

belayed (be-lā'), *v. t.* make fast, as a rope, by winding a pin or cord around it.

belaying-pin (be-lā'ing-pin), *n.* a stout pin of wood or metal used to fasten a rope.

belike (be-lik'), *adv.* probably.

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detection (de-tek'shun), *n.* the act of detecting or its result; discovery.

detective (de-tek'tiv), *adj.* employed in detecting; pertaining to detectives, or detection: *n.* one whose business it is to trace wrong-doers.

detector (de-tek'tēr), *n.* one who, or that which, detects; an apparatus or device for indicating the presence of anything.

determinedly (de-tēr'mind-li), *adv.* resolutely.

determinism (de-tēr'min-izm), *n.* the doctrine that every act is brought about by some efficient cause.

deterrent (de-tēr'ent), *adj.* serving, or tending, to deter: *n.* that which deters.

detest (de-test'), *v. t.* to hate intensely.

detestation (de-tes-tā'shun), *n.* extreme dislike or abhorrence; loathing.

dethrone (de-thrōn'), *v. t.* to remove from a throne; deprive of authority.

detonate (det'ō-nāt), *v. t.* to cause to explode with a loud and sudden report: *v. i.* to explode loudly and suddenly. [Latin.]

detonation (det'ō-nā'shun), *n.* a sudden explosion with a loud report.

detonator (det'ō-nā-tēr), *n.* a substance that detonates; a percussion cap.

détour (de-tōōr'), *n.* a circuitous way.

detract (de-trakt'), *v. t.* to draw or take away [with from]: *v. i.* to diminish reputation. [Latin.]

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Be Respectful

- Understand how the language you use affects others
- Changing language is difficult, but important
- Never assume that someone uses their legal name and always ask what they prefer to be called
- Gender identity and biological sex are very personal, so it is best not to ask unless you have a compelling reason to need to know
 - Let them know of the reason why the information is necessary
- Sharing your own preferred pronouns with someone can help them feel more comfortable to share their own

Pronouns are Important

GENDERED	SUBJECT	OBJECT	POSSESSIVE	PRONUNCIATION
	she	her	hers	shee, her, herz
GENDER-NEUTRAL	he	him	his	hee, him, hiz
	they	them	theirs	thā, them, therz
	ze	hir	hirs	zhee, here, heres
	ze	zir	zirs	zhee, zhere, zheres
	xe	xem	xyrs	zhee, zhem, zheres

It is extremely important not to ignore gender neutral pronouns such as they/them/theirs or non-standard pronouns such as ze/zir/zirs

When someone believes that a person's appearance or their gender expression dictates their pronouns, it can be offensive to intersex, trans, or gender nonconforming people

Using someone's correct pronouns is a strong way to show your respect

Using correct pronouns helps create an inclusive and supportive environment

Using correct pronouns helps foster cooperation

Simply offering your pronouns can help normalize discussions about gender identity and shows your allyship

Singular 'They' Pronoun

It is not uncommon for many gender nonconforming people to use **they**, **them**, and **theirs** as a *singular* pronoun

Singular Pronouns: pronouns that refer to an individual noun or subject

Even though we often think of **they**, **them**, and **theirs** as being *plural* (denoting more than one), the pronouns are used in a singular context when referring to a gender nonconforming person

It is important to use **they**, **them**, and **theirs** with a singular antecedent if someone prefers to use those pronouns, even if it may seem grammatically uncomfortable

Merriam-Webster notes that we've been using the singular 'they' in different contexts for a long time now:



In an 1881 letter, Emily Dickinson wrote "Almost anyone under the circumstances would have doubted if [the letter] were theirs, or indeed if they were themselves." People have used singular 'they' to describe someone whose gender is unknown for a long time, but the nonbinary use of 'they' is relatively new.



Culturally Competent Approaches to Asking Questions about Sex, Gender, and Preferred Names

Pronouns/Misgendering

I WANT to ADDRESS YOU
the WAY YOU WANT to be
ADDRESSED. CAN YOU
PLEASE TELL ME WHAT
NAME YOU GO BY AND
WHAT PRONOUNS YOU USE?

HELLO, my
NAME is

and I USE

PRONOUNS.



ACCIDENTALLY USE
the WRONG PRONOUN
or DEADNAME

↓
APOLOGIZE, CORRECT
the MISTAKE

↓
GO ON USING the RIGHT
PRONOUN & CHOSEN NAME



Non-Standard Pronouns

I DON'T IDENTIFY as ANY GENDER. I PREFER to be CALLED _____, and MY PREFERRED PRONOUNS are XER, XIM, and XIZ.

DO NOT COMMENT on HOW "INTERESTING" or "UNIQUE" the PRONOUNS ARE as that CAN MAKE the PERSON FEEL OSTRACIZED

DON'T HESITATE to ASK HOW to SPELL, PRONOUNCE, or USE SOMEONE'S NON-STANDARD PRONOUNS in a SENTENCE



THANK YOU, _____! I WANT to MAKE SURE I USE YOUR PRONOUNS CORRECTLY. COULD YOU PLEASE SPELL THEM and USE THEM in a SENTENCE?

"XER is in THE ROOM."

"I JUST TALKED to XIM."

"THE PURSE is XIZ."

NON-STANDARD PRONOUNS
CAN be HARD to USE!
LET the PERSON KNOW that
YOU WILL WORK HARD to
TRY and MASTER THEIR
PRONOUNS, BUT MAKE
SURE THEY FEEL
COMFORTABLE CORRECTING
YOU ALONG the WAY

Non-Standard Pronouns Continued



THANK YOU! LET ME
JOT THOSE DOWN.
It MAY TAKE ME a
WHILE to BE
FLUENT with YOUR
PRONOUNS. PLEASE
BE PATIENT with
ME, BUT PLEASE
ALSO CORRECT ME if
I ADDRESS YOU the
WRONG WAY.

Asking for Biological Sex

This PROGRAM REQUIRES that I DOCUMENT the SEX YOU WERE ASSIGNED at BIRTH. Are YOU COMFORTABLE PROVIDING that to ME?

ALWAYS LET the PERSON KNOW WHY YOU'RE ASKING about THEIR SEX ASSIGNED at BIRTH or GENDER IDENTITY BEFORE YOU ASK



Asking for Biological Sex Continued

DEVELOP a SCRIPT to
USE with EVERY CLIENT
that INCORPORATES
CULTURALLY
COMPETENT LANGUAGE

To GET APPROVED for this
SERVICE, I MUST
DOCUMENT some
INFORMATION about YOUR
GENDER...

MAY I KNOW if the SEX YOU
WERE ASSIGNED at BIRTH is
DIFFERENT from the GENDER
LISTED on YOUR LEGAL
DOCUMENTS?



When a Program has Requirements Based on Sex Assigned at Birth

To QUALIFY for this PROGRAM, YOU MUST do _____ BECAUSE YOU WERE ASSIGNED _____ SEX at BIRTH.

I UNDERSTAND this is NOT IDEAL FOR YOU, BUT LET ME EXPLAIN HOW this WILL AFFECT YOU, and THEN YOU CAN DECIDE if YOU WANT to MOVE FORWARD. HOW DOES that SOUND?



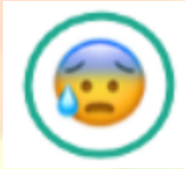
USE EMPATHY, as these REQUIREMENTS can be JARRING for SOMEONE that REJECTS or is UNCOMFORTABLE WITH the SEX THEY WERE ASSIGNED at BIRTH

LAYOUT ALL of the SPECIFICS ABOUT the REQUIREMENTS, and LET the PERSON DECIDE if MOVING FORWARD is APPROPRIATE for THEM

Again, Mistakes Happen

Misgendering someone happens, especially if you were acquainted with someone before their gender transition

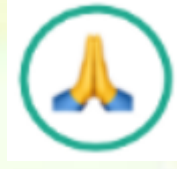
Follow these strategies when you accidentally misgender someone:



Calm Your Defenses

Listen and practice self-management.

Breathe!



Apologize and Acknowledge the Mistake

Apologize without leading with your intention:

“I’m so sorry.”

“Wow, I really messed up – sorry!”



Express Gratitude for Correction (if applicable)

Thank the person for their courage in correcting you:

“I really appreciate that you told me I’ve made a mistake.”



Commit to Doing Better, then Do Better!

Actions over empty promises! How will you work on this? Practice out loud? Write it down?

Tips for Paperwork or Questionnaires



If Possible, Try and Incorporate the Following on Paperwork Completed by Staff or Clients:

- Include a preliminary statement about why certain sex and gender questions will be asked
- Use an “X” gender marker
- Create a space for preferred names
- Make a space for preferred pronouns
- Utilize a designation for sex assigned at birth
- Insert a question about whether current legal gender differs from sex assigned at birth
- Integrate a question about whether a legal gender change is in progress

**Civility, Honesty, Trust,
Inclusion, Value**





Questions?

Thank you!



**You don't belong
in this bathroom.
It's for women.**



**You look
good as a
woman.**



**You don't
look gay.**



**Which one of
you is the husband?**

Microaggressions

State of Ohio, Department of Administrative Services

others in order, place, rank, time, &c.; sooner: *n.* the beginning; the upper part of a vocal or instrumental duet, trio, &c. [Mus.]

first-aid (fĕrst-ād), *n.* surgical or medical treatment given as promptly as possible after the occurrence of an injury, as by a soldier on the battlefield, or by a layman before the arrival of a doctor; emergency treatment.

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fishgarth (fish'gārth), *n.* a fish-weir.

fishgig (fish'gig), *n.* a pronged instrument for spearing fish. Also *fizgig*.

fish-glue (fish'glō), *n.* isinglass.

fish-hawk (fish'hawk), *n.* the osprey.

fishiness (fish'ī-nes), *n.* the state or quality of being fishy.

fishing (fish'ing), *n.* the art, sport, or business of taking fish; a fishing-ground; the operation of hoisting an anchor up to the gunwale of a vessel.

fish-joint (fish'joint), *n.* a pair of iron plates for fastening the ends of two rails together.

fish-maw (fish'maw), *n.* the sound of a fish.

fishmonger (fish'mung-gēr), *n.* one who sells fish.

fish-sound (fish'sound), *n.* the swimming or air-bladder of a fish.

fissure (fish'ūr), *n.* a cleft or crack;

parous, propagating or multiplying by fission. [Latin.]

fissile (fis'il), *adj.* capable of being split: said of rocks.

fission (fish'un), *n.* the act of cleaving or splitting up into parts; the spontaneous division of a simple organism into two parts, each of which becomes a new individual.

fissiparous (fis-sip'ēr-us). See *fissi*.

fissiped (fis'ī-ped), *adj.* having the toes separated: *n.* an animal belonging to the Fissipedia, a division of carnivorous mammals, including the dogs, cats, &c.

fissure (fish'ūr), *n.* a cleft or crack;

āte, ārm, at, awl; mē, mērgē, met; mīte, mīt; nōte, nōrth, not; bōōn, book; hūe, hut; think, then.

fisher (fish'ēr), *n.* one who fishes; the pekan.

fish-beam (fish'bēm), *n.* a beam of timber bulging downwards.

fish-block (fish'blok), *n.* a hoisting-block for raising the flukes of an anchor to the gunwale.

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beheld (bē-held'), *p.t.* & *p.p.* of behold.

behemoth (bē-hē-mōth), *n.* an animal described in Job xl. 15-24, and probably intended for the hippopotamus. [Hebrew.]

behest (be-hest'), *n.* a command; precept.

behind (be-hind'), *prep.* at the back of; in the rear of; remaining after; inferior to: *adv.* at the back; in the rear; toward the back; out of sight; past in point of time.

behindhand (be-hind'hānd), *adv.* or *adj.* in a state of backwardness; late; in arrears.

behold (be-hōld'), *v.t.* [*p.t.* & *p.p.* beheld, *p.pr.* beholding], to fix the eyes upon; have in sight; look at; observe with care: *v.i.* to look; direct or fix the mind.

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fasten a rope by keeping it from running out.

belch (belch), *v.t.* to eject with force or violence: *v.i.* to eject wind from the stomach: *n.* the act of ejecting wind forcibly.

beldam (bel'dām) or **beldame** (bel'dām), *n.* a grandmother; an ugly old woman.

beleaguer (bē-lē'gēr), *v.t.* to besiege; surround with an army so as to preclude escape; blockade.

belemnite (bel'em-nīt), *n.* the fossil internal bone, or shell, of an extinct family of cuttle-fish.

belfry (bel'fri), *n.* a bell tower; that part of a steeple or tower in which a bell is hung.

Belgravian (bel-grā'vi-an), *adj.* belonging to Belgravia, a fashionable quarter of London; hence, aristocratic; fashionable: *n.* an inhabitant of Belgravia; a member of the upper classes.

belie (bē-lī'), *v.t.* to calumniate; slander by lies; give the lie to; show to be false.

belief (be-lēf'), *n.* assent to anything

ground of authority; testimony; or logical inference apart from personal knowledge; place confidence in;

suppose.

believer (be-lē'vēr), *n.* one who accepts as truth something not actually demonstrated; one who adheres to a religious faith; a professor of Christianity.

belike (be-līk'), *adv.* probably.

belittle (be-līt'l), *v.t.* to lower or depreciate; run down by speaking slightly of.

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detection (de-tek'shun), *n.* the act of detecting or its result; discovery.

detective (de-tek'tiv), *adj.* employed in detecting; pertaining to detectives, or detection: *n.* one whose business it is to trace wrong-doers.

detector (de-tek'tēr), *n.* one who, or that which, detects; an apparatus or device for indicating the presence of anything.

detent (de-tent'), *n.* a pin, lever, or stud forming a stop in a clock, lock, &c.

detention (de-ten'shun), *n.* the act of detaining or withholding; restraint; delay.

detentive (de-ten'tiv), *adj.* employed in detaining.

deter (de-tēr'), *v.t.* [*p.t.* & *p.p.* deterred, *p.pr.* deterring], to discourage, or hinder, by fear; restrain; dishearten.

deterge (de-tērj'), *v.t.* to cleanse, as a wound. [Latin.]

detergent (de-tēr'jent), *n.* any lotion or medicine that is applied to cleanse and help to heal ulcers, wounds, &c.

deteriorate (de-tēr'i-ō-rāt), *v.t.* to reduce to an inferior quality or value; impair: *v.i.* to grow worse.

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deteriorate (de-tēr'i-ō-rāt), *v.t.* to reduce to an inferior quality or value; impair: *v.i.* to grow worse.

determinedly (de-tēr'mind-li), *adv.* resolutely.

determinism (de-tēr'min-izm), *n.* the doctrine that every act is brought about by some efficient cause.

deterrent (de-tēr'ent), *adj.* serving, or tending, to deter: *n.* that which deters.

detest (de-test'), *v.t.* to hate intensely.

A black and white portrait of Dr. Derald Wing Sue, an older man with glasses, wearing a suit and tie, smiling. The background is slightly blurred, showing what appears to be a bookshelf.

Defining Microaggression

“Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.”

Dr. Derald Wing Sue
Professor of Counseling Psychology
Columbia University

Elements of Microaggressions

1. Everyday
2. Verbal, nonverbal, and environmental
3. Slight, snubs, or insults
4. Intentional or unintentional
5. Hostile, derogatory, or negative
6. Based on membership in a marginalized group

Example: What is Said vs What Message is Communicated



What is Said:

"You're so
BEAUTIFUL for a
trans woman!"

What is Heard:

- *Your "manly" features did not stick out to me*
- *Trans women are usually unattractive*
- *Cisgender women are more beautiful than trans women*

Example: What is Said vs What Message is Communicated

What is Said:

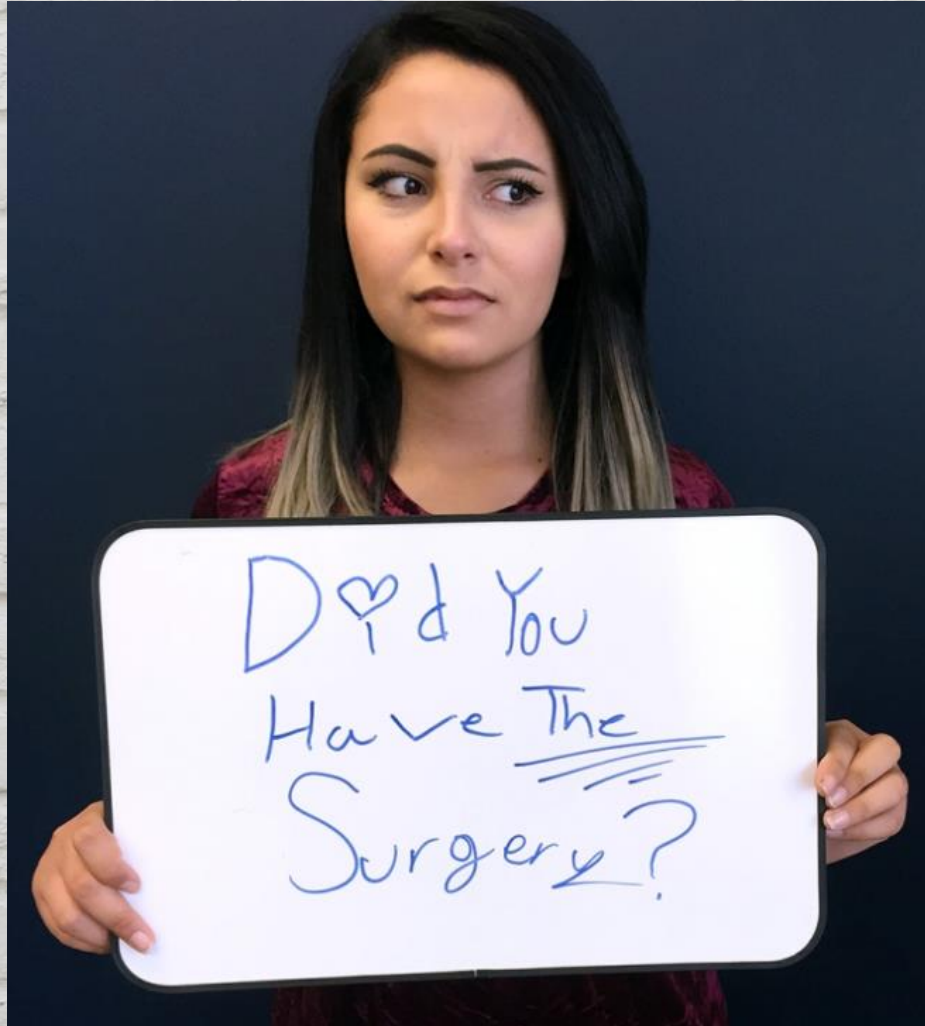
"I would've never known you used to be a GIRL."

What is Heard:

- *Trans men usually look "girly" to me*
- *You don't fit my vision of a trans person*
- *You must have identified as a girl at one point, and I'm going to forever tie you to that former identity*



Example: What is Said vs What Message is Communicated



What is Said:

"Have you undergone gender reassignment surgery?"

What is Heard:

- *What's between your legs?*
- *Are you fully committed to this change?*
- *Your gender identity makes your most intimate details mine to know*

Example: What is Said vs What Message is Communicated

What is Said:

"You should shave if you're trying to look more feminine."

What is Heard:

- You don't know what it really means to be your chosen gender*
- My gender expectations matter more than yours*
- Your gender expression is too confusing*



Example: What is Said vs What Message is Communicated



What is Said:

"Did you transition because you thought you were ugly as a girl?"

What is Heard:

- *There has to be some sort of justification for your transition that will make sense to me*
- *You couldn't make it as a girl so you changed your gender*
- *Attractive people would never change their gender*

Example: What is Said vs What Message is Communicated

What is Said:

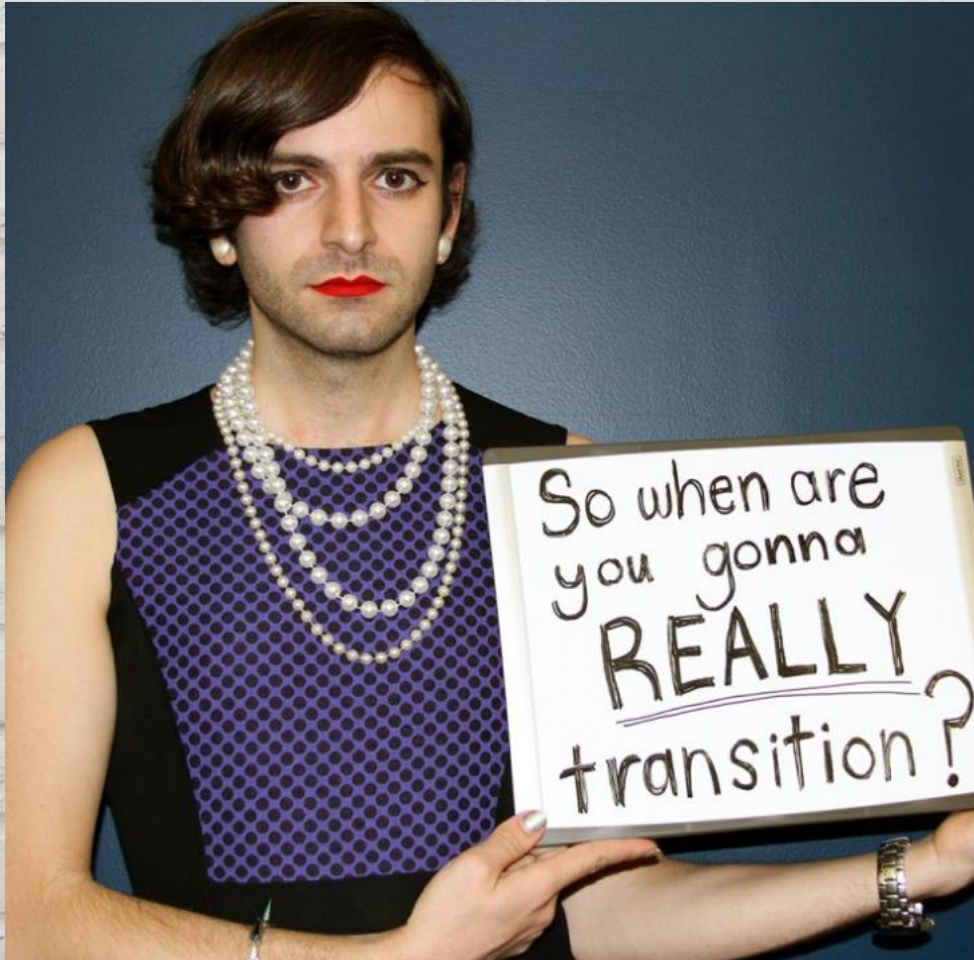
“You’re my first trans friend!”

What is Heard:

- *You’re my token trans friend*
- *Your identity as a trans person is the most important thing to me*
- *I will expect you to answer all of my questions about the trans community*



Example: What is Said vs What Message is Communicated



Jacob Tobia, genderqueer, they/them/theirs
<https://www.glaad.org/blog/glaad-launches-trans-microaggressions-photo-project-transwk>

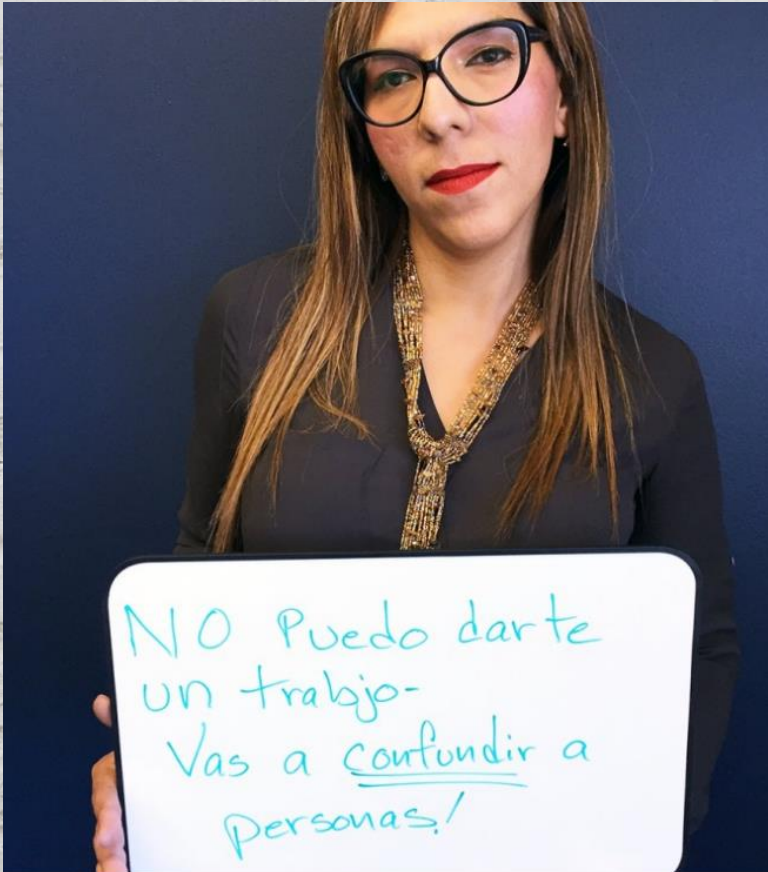
What is Said:

"When are you *REALLY* going to transition?"

What is Heard:

- *You're just playing pretend/dress up*
- *You're not fully your gender until you physically alter your sex*
- *There is no "in-between" gender and you must fit a binary category*

Example: What is Said vs What Message is Communicated



What is Said:

(Loosely Translated)

"You cannot do that job because you will confuse people."

What is Heard:

- *Your mere presence is upsetting to most people*
- *You're bad for our brand*
- *You belong in the background and not in the forefront*

- **Imposter syndrome**
- Inability to internalize accomplishments and persistent fear of being exposed as a “fraud”.
- “Am I good enough?” or “I’m just a...”

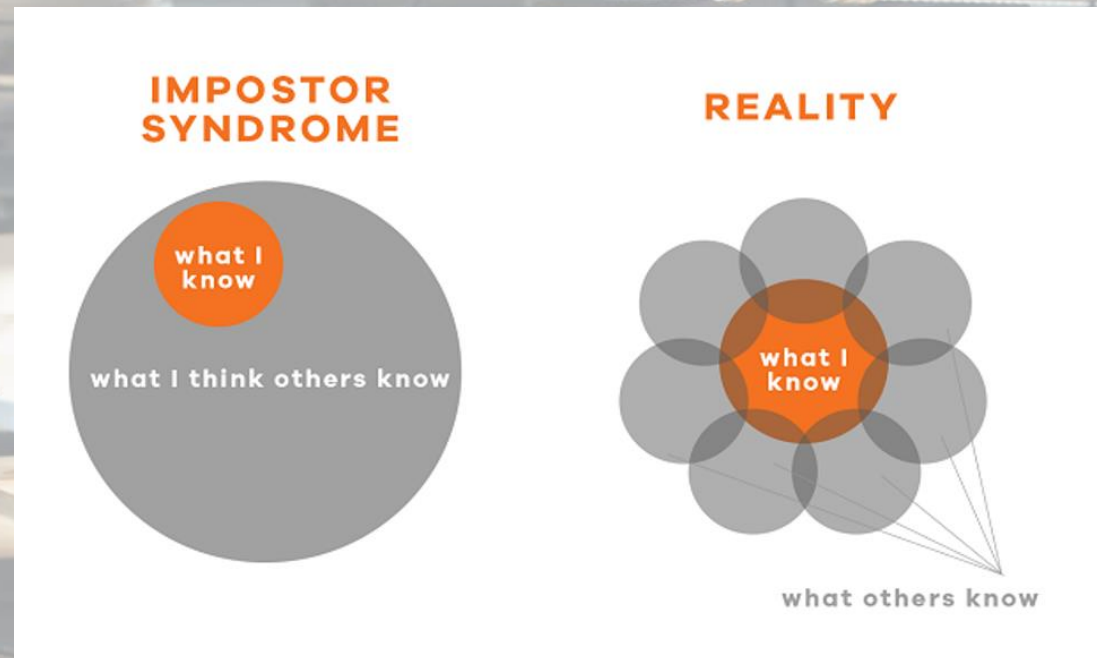


Image: <https://girltalkhq.com/4-ways-ive-learned-to-overcome-imposter-syndrome-as-a-woman-of-color/impostor-syndrome-graph/>

**“ I have written 11 books,
but each time I think,
*Uh oh, they’re going to
find out now. I’ve run a
game on everybody,
and they’re going to
find me out.* ”**

- Maya Angelou



#itooam
harvard



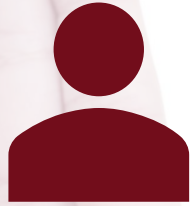
Image: <http://itooamharvard.tumblr.com/>

Stereotype Threat

Being at risk of confirming a negative stereotype about own group

Can cause self-handicapping, altered professional identifies, and decreased performance

The Listener



Respond, if
appropriate

Take care of
yourself

Document

The Upstander



Be an Ally

Speak-Up

The Speaker



Don't be
Defensive

Acknowledge,
Apologize &
Reflect



Addressing Microaggressions

- **Consider goals and outcomes**
 - **Assume positive intent**
- **Ask questions and listen**
 - **Self-assertive**



Tips for Everyone

- **Identify own biases**
- **Consistent service**
- **Build cultural competency**
- **Mindful of Actions**
- **Develop Skills**





Tips for Managers

- **Responsible for work environment**
 - **Open to listening**
- **Acknowledge microaggressions are happening**
 - **Address behavior**

What can you do next?

- Educate yourself
- Attend more trainings
- Gender Inclusive Language
- Develop scripts to use with clients that include culturally competent methods for asking for sex or gender information
- Create Safe Spaces
- Add pronouns to your email signature and/or business card



*Service, Support, Solutions
for Ohio Government*

Equal Opportunity Division
Affirmative Action Equal Employment Opportunity Unit
4200 Surface Road
Columbus, OH 43228
das.ohio.gov

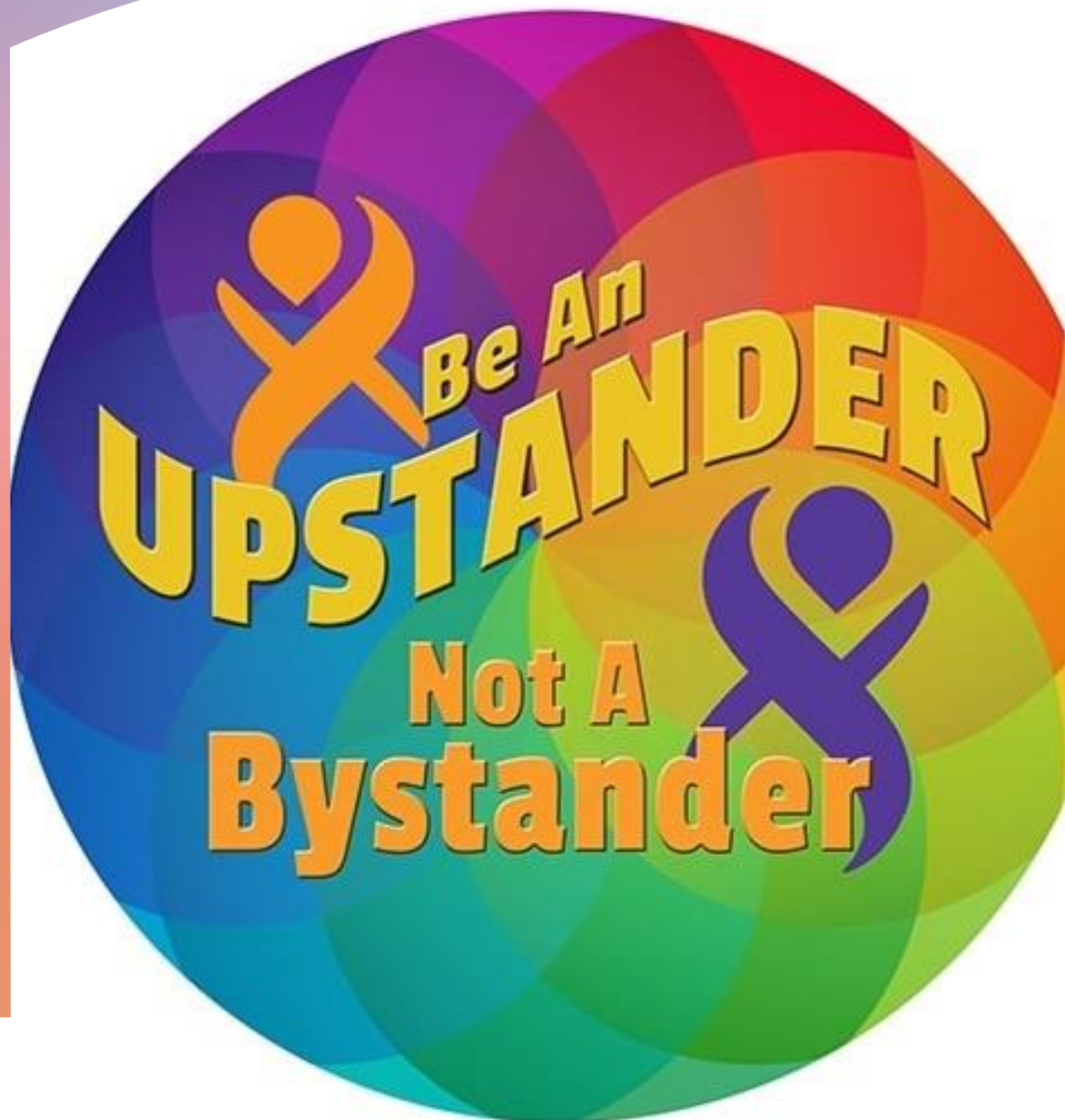
Jordan A. Harder He/His/Him
EEO Contract Officer

Phone 614-644-5222
Fax 614-728-5628

jordan.harder@das.ohio.gov



Department of
Administrative Services

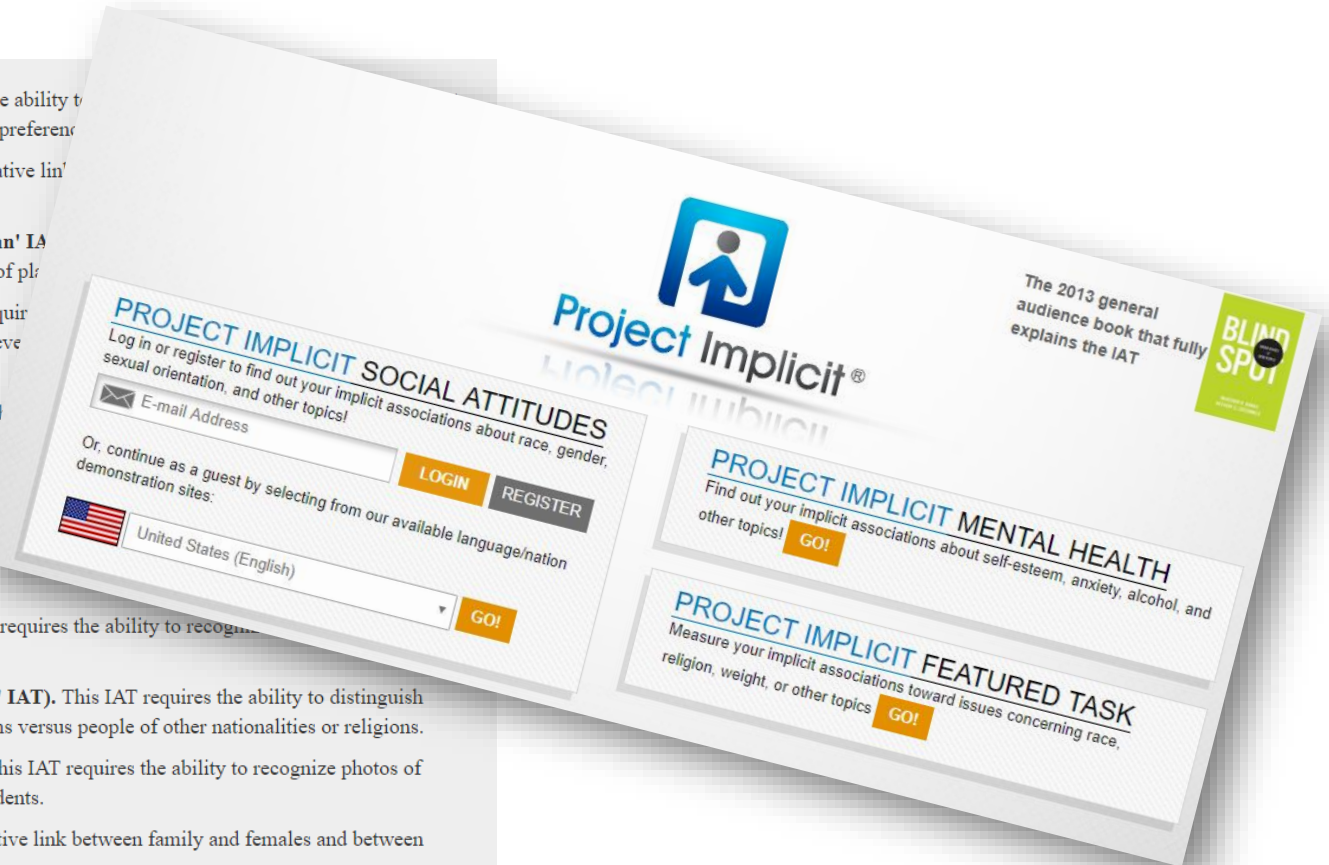


Be an
Upstander

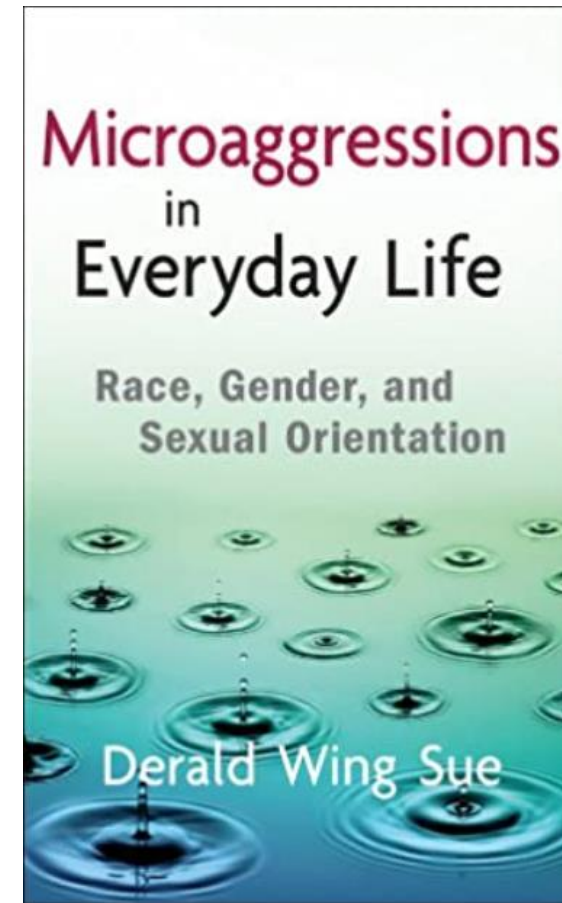
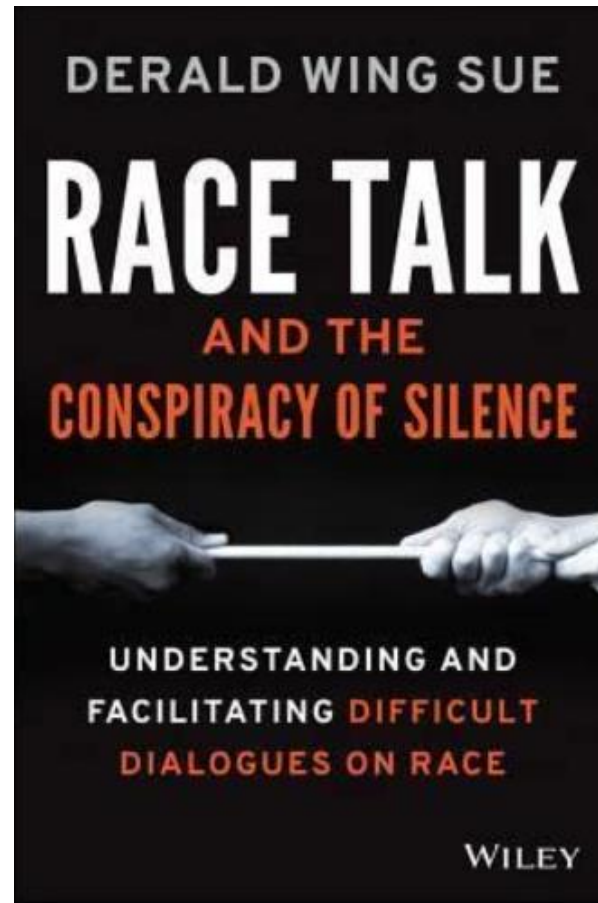
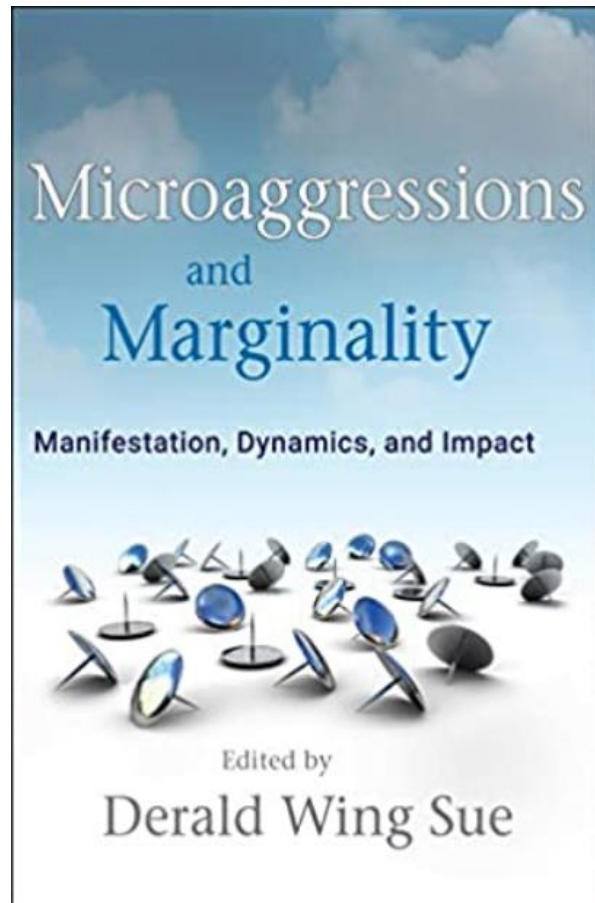


Project Implicit®

Age IAT	<i>Age</i> ('Young - Old' IAT). This IAT requires the ability to recognize faces and often indicates that Americans have automatic preferences for young over old faces.
Gender-Science IAT	<i>Gender - Science</i> . This IAT often reveals a relative link between science and males.
Asian IAT	<i>Asian American</i> ('Asian - European American' IAT). This IAT requires the ability to recognize White and Asian-American faces, and images of places.
Sexuality IAT	<i>Sexuality</i> ('Gay - Straight' IAT). This IAT requires the ability to recognize people representing gay and straight people. It often reveals preferences for gay or straight people.
Weight IAT	<i>Weight</i> ('Fat - Thin' IAT). This IAT requires the ability to recognize people who are fat and people who are thin. It often reveals an automatic preference for thin over fat people.
Race IAT	<i>Race</i> ('Black - White' IAT). This IAT requires the ability to recognize African American and White faces. It indicates that most Americans have automatic preferences for White over Black faces.
Religion IAT	<i>Religion</i> ('Religions' IAT). This IAT requires the ability to recognize world religions.
Disability IAT	<i>Disability</i> ('Disabled - Able' IAT). This IAT requires the ability to recognize able-bodied and disabled individuals.
Arab-Muslim IAT	<i>Arab-Muslim</i> ('Arab Muslim - Other People' IAT). This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.
Presidents IAT	<i>Presidents</i> ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Donald Trump and one or more previous presidents.
Gender-Career IAT	<i>Gender - Career</i> . This IAT often reveals a relative link between family and females and between career and males.
Skin-tone IAT	<i>Skin-tone</i> ('Light Skin - Dark Skin' IAT). This IAT requires the ability to recognize light and dark-skinned people.
Weapons IAT	<i>Weapons</i> ('Weapons - Black Faces' IAT). This IAT requires the ability to recognize Black faces and weapons.
Native IAT	<i>Native American</i> ('Native - White American' IAT). This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.



<https://implicit.harvard.edu/implicit/>





Questions?

Thank you!